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ACTION RESEARCH STUDIES ON STRENGTHENING

THE ROLE OF WOMEN IN DEVELOPMENT

SUBMITTED TO

INTERNATIONAL DEVELOPMENT RESEARCH CENTRE

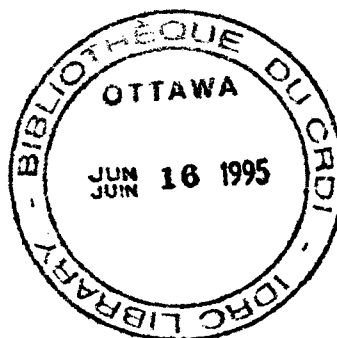
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BAIF DEVELOPMENT RESEARCH FOUNDATION

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ACTION RESEARCH STUDIES ON STRENGTHENING THE ROLE OF WOMEN IN DEVELOPMENT

1.0 BACKGROUND :

The theme of 'women In Development' lies at the juncture of two major streams of social research : women's present social status and women's economic development.

Gender bias invariably affects women all over the world, be it subtle discrimination or gross violence against women. The situation of the Indian women is no different. Women from rural areas are doubly under stress due to the drudgery of their daily routine and lack of remunerative employment. Women are shouldering triple responsibility as mothers, as home makers, as earning members. Yet their contribution, even as farm labour on their homesteads goes unrecognized, leading to their economic dependence and secondary status.

The worlds women report summarises the situation of the rural women in the world as, "women grow half the world's food but own hardly any land, find it difficult to get loans and are overlooked by agricultural advisers they are doing physical hard work and are concentrated in the lowest paid occupations and are more vulnerable to unemployment than men".

Most of the studies in the developing countries have revealed the pathetic state of the women in the labour market, especially in rural areas. On one hand, women are overburdened with work, and on the other, greater part of their efforts goes waste because of limited training and primitive equipments and methods being used. The combined effect of drudgery and limited educational and training opportunities ultimately leads to a vicious cycle of illiteracy and secondary social status. They are poor, powerless and find it difficult to solve their problems at individual level.

The role of women in 'Development' has been recognised, but in a limited way as 'change agent' or as 'entry points' to reach children and families. Their traditional roles get subtly reenforced due to limited training and income generative opportunities offered to them. What is now

needed is effort to empower women as persons, and research into aspects which will lead to reduced drudgery, improved economic conditions of women and ultimately improved quality of life.

2.0 WOMEN IN DEVELOPMENT PROGRAMMES IN BAIF

'BAIF', in search of a via media between the conventional role of women in development and conflicts created by outright opposition to traditions, has cautiously planned programmes focused on women and their needs. Woman should be economically as well as psycho-socially independent. This means bringing the women on par with the man to shoulder social responsibilities in a more efficient and equitable manner. As with development in general, at core of the successful women's programmes are income-generative activities, strengthened by sustained training effort and vertical and horizontal linkages with other development programs in general.

2.1 PROGRESS :

1. Cattle Development :

BAIF initiated cattle cross breeding as rural development activity, considering the economic role of dairy farming as well as the role of women in management of the cattle. In majority of the households, women are the caretakers and often have a say in economic decisions regarding the cattle. Making the cattle economically profitable and trainings for better management of the cattle, was thus a sound input for women's development.

Over the last 25 years, this programme has spread to six states of India, involving over five hundred thousand families and as many women.

2. Agro forestry and Kissan Nursery

To protect the environment and raise economic status of rural families, nursery raising,

plantation programmes are regularly organised in Gujarat, Karnataka and Maharashtra. Although the women from these families are actively involved in all the activities of nursery raising, marketing is done by the men, through their public contacts, resulting in insufficient returns to the women.

3. Building on Tradition : Wavli

Conscious effort for organising women; with special activities planned for their personality and leadership development, first started in Vansda Tribal Area of Gujarat.

'Wavli' is an unique tradition in tribal areas of South Gujarat. Men there believe that they will be committing a grave sin if they take any of the money earned by a woman through her labour. The result is that the women control this income of theirs with resultant benefits to children and the family as a whole.

Traditionally, tribal women earned some money through cultivation of vegetables on a small scale or by gathering non-wood forest produce. Building upon this, BAIF introduced many more activities like nursery raising, grafting, large scale vegetable cultivation, watermelon cultivation; under the umbrella of 'Wavli' thereby ensuring income to women - in groups as well as individually.

The program is supported through a continuous training process - trainings in skills, for cultivation, marketing as well as in leadership and personality development.

This has resulted in a dual benefit. One - the income level of women has gone up. Second - due to coming together for work, strong women's groups have been formed. The groups from South Gujarat have now become more enterprising, starting newer activities on their own and supporting their members economically as well as emotionally. The

changing status of women is reflected in a woman getting elected as a chairperson of the local tribal co-operative society.

During the last three years, the Wavli group women, earned substantial sums, to the tune of Rs.1,000/- each in three months from the activities. Looking to the success of these, new groups have formed in other villages from South Gujarat. And the program is rapidly spreading to other areas like Maharashtra and Karnataka.

4. Rural Women as Kinder Garten teachers :

Observing the success of the women's Wavli, program for women's group development was initiated in non-tribal area around Urulikanchan. Here, village women from backward communities were first trained for running kindergarten schools. Simultaneously, training inputs about MCH care were given.

As the women started their K.G.Schools more trainings and inputs for better organization of the schools and child nutrition were arranged. Personality development and skills trainings for non-agro based income generation activities to these women, have led to formation of a strong group of women, who are key persons in the village extension activities.

The total opposition and indifference in the beginning to opening of K.G.schools has gradually changed to direct and indirect support through donations and facilities provided by the villagers. The 'Balwadi teacher' (K.G.Teacher) is now invited to the meeting of 'Panchayat' - the village council - for her guidance and opinion. These women, through the opportunities given to them, have developed good leadership qualities.

5. Self Help Group of Women :

The Kinder-garten (K.G) teachers are playing the role of 'community field functionaries' and initiating activities for both women and children. They are now forming local village-women's groups; starting small scale production and sale of soap and condiments and retailing of some consumer items on their own. They are organized into a 'self-help group' (S.H.G) which provides small credit to the needy group member.

Such SHGs are forming in other areas of BAIF's operations. These groups of women save certain amount per month. Every month they meet in their villages and discuss their problems and needs.

They have been successful in fulfilling their consumption needs as well as in raising small capital to initiate small scale business like bangal selling, vegetable selling etc.

6. Village Library

From the resource materials like periodicals and books provided by BAIF, K.G. teachers have initiated 'village libraries'. These are used by other women. Now even the illiterate women from these villages are demanding information about agriculture etc.

2.2 TRAINING - A KEY TO EMPOWERMENT :

2.2.1 Technical training :

The skills required for successful endeavors are scarce, leading to exploitation and limited opportunities for women. BAIF conducts regular trainings by experts at field level for upgrading women's skills for Wavli activities - like grafting techniques. Off-farm activities are also promoted through trainings. Rural women are

trained for running kinder-garten schools, for handicrafts, soap-production, small scale food processing sericulture, mushroom etc.

Besides, recognizing women's contribution and role in cattle-management, trainings for women in cattle development and management are regularly arranged at all the BAIF cattle-breeding centres.

2.2.2 Women's Leadership Development Training

The trainings are arranged, not only to impart knowledge or skills, but also to organise them and lead to their overall development. Thus special trainings for leadership development, management of self-help groups as well as for their own health are arranged. The training will add to their income, reduce expenditure and build confidence to explore new avenues of self development.

2.3 WOMEN AND HEALTH :

Health problems of women are generally neglected. The causes are manifold. They stem from the basic inequality and secondary social status of the women. They are magnified due to the neglect resulting from near non-existent self-esteem and self-confidence of the women. And lastly, their solutions are difficult, owing to the fact that the problems themselves are the result of drudgery and deprivation. This situation will not change unless women are on the forefront of development and are actively involved in their own health care.

In BAIF's health programmes, special emphasis is thus on Maternal and Child Health. Not only this, but special camps to address Gynaecological problems are also arranged. Women are not only the recipients but also providers of health - women are participating as village health guides and informal health extension guides - the Balwadi teachers. Village Health Guides

(VHG) help in organization of MCH clinics, participate in Growth monitoring and maintain a stock of essential medicines to extend primary and first-aid treatment. Traditional Birth Attendants encourage the pregnant women for early registration and AN care.

Village treatment Centres operated by groups of village women trained in first-aid and primary care are found to be of great use. On an average 4 to 5 patients, receive primary treatment and advise in each village every day. This prevents timelag before seeking treatment and amount of expenditure incurred by the patient's family for treatment is cut down through reducing the travel cost and inconvenience.

Ø WID ACTIVITIES UNDER BIS (IDRC) PROGRAMME :

With coming in of various community based activities as part of the BIS programme, a more concrete plan and commitment to bring women in forefront of development came in. Moreover, the discrete research projects got stringed along the same theme of women-in-development. Planning special programmes for women's development, focusing objectives for the benefits to reach women specifically, became key elements in programme planning.

3.1 RESEARCH STUDIES :

In order for the programmes to have the right direction, knowledge and understanding about exact status of women in a community was necessary. Systematic studies of ongoing programmes and their impacts were thus undertaken.

1. Study of Involvement and perceptions of women in dairy production

The study was undertaken in some districts of Gujarat and Rajasthan . The aspects for study were chosen to help develop and refine extension training methodology. Differences in the role of women in cattle management, across different

regions, communities and economic classes was documented. However, in the majority of cases, money is collected by men even though the job of milking and milk supply is made by women. Even the membership of dairy cooperatives is in the name of the men giving them total access to the money and dependent status of women. A ray of hope is that, the majority of women are desirous of learning about high producing dairy animals, about fodder crops, grass storage. and to read and write.

2. Study of Wavli Practice in Vansda Taluka

The main objective of this study was to find out the origin of the Wavli practice and its relevance to their present life. Traditional Wavli consisted of a woman planting vegetables in backyards or collecting minor forest produce on her own and using the income from the proceeds for her individual needs.

After BAIF's inputs, the wavli has taken up a new dimension,. It has mainly become a platform for women's organization. There is scope for building on this, through more inputs like water resources development, trainings in marketing, post production activities and self help group formation etc. Now the Group Wavli has become a replicable model.

3. Study of Socio-economic Status of rural women :

The research study was conducted in non-tribal area in Maharashtra, assess existing status, its basis, as well as predominant social structures and traditions having potential for development. Assessment of rural women's potentials was done. The need for addressing the problem of under-employment through income generation activities was identified. So also to improve their social and economic status, interventions like 'self-help group formation were initiated.

4. Study of impact of health education on Knowledge And Practices of Traditional Birth :

TBAs are the sole providers of intranatal care in the remote tribal villages. Their existing practices were studied and training inputs as well as delivery kits were provided. Over the years TBAs have adopted new practices for aseptic delivery and are now taking up a role of motivators for MCH care.

5. Special Enquiry in Maternal Deaths :

For defining proper health education messages as well as the direction of health care services, it was necessary to analyse the situation, especially the prevalent causes of mortality in the mothers and under five children. This study brought out important causes of mortality, and helped in defining training inputs for TBAs and Village Health Guides.

- 3.2 During the first phase of BIS program, various research projects were undertaken which have a strong link with the theme of WID. A research project like Upgrading of Frozen semen technology for development of Buffaloes has a direct bearing on development of women, through impact on milk production. Similarly mushroom cultivation technology, being enable to home-level operation will directly help to increase women's earnings. Sericulture and post production systems, similarly have tremendous potential as remunerative activities for women, reducing their economic dependence.

Community Based Research, through the various activities aimed at integrated development and focused programmes for women, has been serving as the social laboratory for the action research. The BIRC in turn has been providing information support and undertaking compilation of a database on literature related to WID.

The rural women in various capacities like the VHGs, TBAs, KG teachers also contributed significantly to various research studies, through data collection and feedback.

3.3 Directions for the second phase :

Experimentation with planning and implementation of various women's programmes have yielded pointers for formalizing various approaches for such activities. More and more Capacity Building needs have become evident. Study of the development process itself for blending the WID theme is needed. Through identification of lacunae and further development potentials for empowerment of women, the benefits of programmes can be enhanced. Pointers for developing relevant and appropriate training modules will be available through these studies.

Blending women's programmes into overall development programmes; integrating them at all levels from livelihood to health, to environmental upgradation is the need of the time. Conscientisation of the extension staff, for appreciating gender issues in development is found to be necessary.

Internalizing this structure, at all levels in BAIF; and developing a core group of resource persons for operating such programmes is also on the agenda.

GOALS OF THE SECOND PHASE OF WID PROGRAMES :

The second phase of WID programme will work towards internalizing the structure of 'WID blended with integrated rural development (IRD)'. This will lead to conscious effort on the part of planners, to design programs for reaching women and program benefits directed to women. On the other hand empowerment of women (especially poor rural women) will bring them in the mainstream of National Development.

Thus, to strengthen BAIF's existing programs by blending WID aspects as well as to develop new programmes with strong bias towards women's empowerment, the following studies will be undertaken --

1. Sectoral studies in livelihood programs
2. Studies in household food security
3. Women's role in water Resource Development
4. Studies in women's Empowerment.

4.1 Importance of women's studies :

Women's studies are not just focused on women, but it is a critical instrument to examine visible and invisible role of women in different sectors. There are problems common to men and women such as water, hunger, poverty, unemployment. However, women get a much worse deal as a result of these. It is therefore necessary to create awareness among the community and establish linkages with action programmes, for women's development.

Women's studies arise out of a need, to improve the status of rural women and improve their economic condition. The driving force behind women's studies is a humanistic movement to improve the quality of life. It is essential to evolve new concepts and analytical frame work that can better encompass and explain women's experience than the traditional theories. Concepts such as 'equity', 'gender', 'housework' have to be redefined to enrich understanding. The studies will help to clarify, assign meanings and structures to empirical reality and to reveal coherence of every day life experiences.

4.0 SECTORIAL STUDIES IN LIVELIHOOD PROGRAMS :

5.1 RATIONALE :

In the rural areas the condition of women has worsened. According to the Census (1981) report, average earning of women agricultural workers is extremely low and they

obtain work on an average for 149 days a year only. So, women have to face the problem of under employment besides working for extremely low wages and long working hours (of 12 to 14 hours a day). Women work to sustain their families, most of their work remains without recognition and is difficult to measure in monetary terms. Women are involved in non-market - related or un-remunerated work and they are normally engaged in multiple tasks of a varied nature simultaneously.

BAIF has initiated livelihood programmes for women like cattle development, sericulture, vegetable cultivation, mushroom cultivation and nursery raising etc. at their doorsteps. In order to ensure sustainability and equity it is essential that research studies and development programmes should be women - centred. relating the productive and managerial role of the women.

To implement livelihood programmes more effectively it is essential to increase managerial capacity of women and teenage girls. The sectoral studies are necessary to assess their present situation and perceptions to work out their role in future interventions.

Sectors to be studied :

Development programs which have proved successful in building economy and are replicable models, are to be further studied and strengthened.

1. Women & cattle development

Traditionally, women share the major responsibility of management and care of cattle at the household level. The production aspect of the dairy activity is almost entirely handled by the women. However, the returns from their labour often do not reach women, since the membership of the co-operatives and the ownership of the cattle is with the men. Assessing possibilities of improving women's condition in this sector as well

as exploring the avenues for progress such as value addition by milk processing, needs further study. There is also scope for improving management practices thereby increasing returns from these activities.

2. Women and Horticulture

BAIF has been operating widespread program of horticulture on waste lands (Wadi). This program involves poor tribal families in raising an Orchard on an acre of waste land owned by the family. The women have a large contribution in terms of labour - watering, weeding, after care of plants - in this wadi programme. Study of this activity is essential from the point of strengthening the women and improving the returns from this activity to the family in terms of money, nutrition and even health (medicinal and aromatic plants).

3. Women & Non-wood forest produce

Forest produce both wood and non-wood play a major role in the lives of tribal women. Women are involved in collecting firewood to meet family's fuel requirements. Other non-wood produce like some kinds of flowers, fruits, herbs, leaves, seeds, gum, bark also meet their day to day needs and bring in small cash income to the tribal women. Infact the tribal tradition of Wavli is based on this ancient occupation of the tribal womens. To increase the potential of this activity, study and better management as well as marketing support is necessary.

4. Women & sericulture

Sericulture has long been identified as a labour intensive activity bringing income to a poor family in relatively short period. Sericulture is traditional family occupation in many of the southern status of India. BAIF has introduced this activity to many areas where traditionally sericulture was not practiced. With increased spread of this activity more and more women and children will start participating in this program.

We intend to study this program from the point view of reducing drudgery, increasing returns to the women.

5.3 Objectives :

For strengthening the programs and increasing the level of participation of women and adolescent girls, research studies will be taken up with the following objectives :

1. To define women's existing role in the areas of decision making and division of work in the household activities as well as in the livelihood activities.
2. To assess their perceptions and attitude towards decision making and division of work.
3. To assess the potential to reduce drudgery and improve economic gains.
4. To assess women's training needs for upgrading their managerial capacity.

5.4 Methodology :

5.4.1 Area and Time frame :

These studies will be undertaken one after the other in a overlapping manner over 5 years, in various project areas of BAIF where most livelihood programmes are underway.

5.4.2 Data Collection :

1. PRA and RRA methods will be used to appraise rural socio-economic background. It will provide a larger basket of information to find out intervention strategies from multiple angles.

Existing contribution and role of women in the given sector will be similarly assessed, through study of their time management.

2. Focused group discussions will be organised for the women, men and youth groups to find out intra-household situation like - 1) Decision making pattern and procedure 2) bargaining power 3) resources available 4) income- expenditure pattern and control 5) the daily routine division of work in daily routine 6) traditions etc.

This information will be contribute to better understanding of the perceptions of the above groups.

3. The observations of women, men and youth and their perceptions, views, suggestions, knowledge regarding the sector underway will be meticulously recorded and will be used for deciding appropriate interventions.

5.5 Expected Outcome :

This study will not only help in bringing clarity of understanding of situation of women and girls in BAIF's program areas, but also provide a clearer idea of possible alternatives to raise socio-economic status of women and reduce their drudgery.

.0 STUDIES IN HOUSEHOLD FOOD SECURITY :

6.1 RATIONALE :

BAIF is operating various integrated development and research projects in the rural areas. These programs have helped to identify strategies and methods for various developmental activities.

It has been observed that the people living at the subsistence level tend to direct the first returns from their increased income towards improving the quantity and quality of the food consumed. It is thus immediately obvious that achievement of household food security (HFS) is usually the top priority for rural women and girls.

Poverty does not affect all the members of a household uniformly. Some research studies show that households as a whole do not operate to promote the common good of all members. Within conditions of chronic resource scarcity, some family members especially women, girls and the aged consistently fare worse than others. It is therefore, necessary to identify intra-household factors that influence status of women, their health, nutrition and behavior. Several types of interventions will be needed to improve the quality of living of women and girls.

HFS is defined here as "access to food adequate in quantity and quality to fulfill nutritional requirements for the girl-child and the woman throughout the year".

6.2 OBJECTIVES :

1. To understand intra-household distribution of food consumption sexwise, age group wise.
2. To assess the seasonal variation of food security.
3. To understand participant community's perception of food security.
4. To find out community and household level coping mechanisms which have been adopted in response to the precarious food situation.
5. To find out proper interventions in household situations to ensure adequate food for girl-child and women, throughout the year.

6.3 METHODOLOGY :

6.3.1 Population and time frame :

A suitable sample will be drawn from different socio-cultural areas of BAIF's operations. The study will be completed in two years.

6.3.2 HFS is extremely difficult to measure precisely. Dietary patterns are not easy to record. In getting a true picture of the food consumed by the women and girls, seasonal and cyclical variations in consumption pattern and difference between various social strata, will create methodological problems. The following indicators are proposed to be used to overcome these problems.

1) Indicators :

Generally, woman and girl child get least quantity and worst quality of food available. Understanding their situation will make it clear whether the community has really achieved a satisfactory level of food security or not.

Indicators like agricultural production, availability of employment and levels of migration also throw light on the food security. At the community level, degrees of social stratification, community sharing mechanisms and consumption and marketing of local agricultural produce can serve as important indicators.

2) Rapid Rural Appraisal methods :

These have been found to have a number of advantages over surveys. They enable a holistic perspective and help to identify the community coping mechanisms. Wealth ranking, seasonality analysis and trend analysis are the most useful for identifying the peculiar problems faced in terms of food security particularly by women and

girl-children. Rapid Rural appraisal methods by eliciting greater community participation and involvement enable the community to plan together for improving the situation.

3) Focused Discussions :

These will be useful to find out intra-household resources, distribution, food taboos, decision making in the context of health and nutrition behaviour, bargaining power, resource allocation, women's role in income generation and control.

6.4 Expected Outcome :

The study will help in developing indicators of food security both at community and household levels, which can then be universally applied in BAIF's program planning.

Determinants of women's/girl's food security in the household will be helpful in directing WID programs in the right direction.

8 WOMEN'S ROLE IN WATER RESOURCES DEVELOPMENT (WRD) :

7.1 RATIONALE :

Women's domestic responsibilities as well as their role in agricultural production are very substantial. Water is the prime need for both these activities. It is thus essential to involve the women in water resources development to a greater extent.

Women, though involved in satisfying household water requirement have very limited say in the source development or even water management. Studies and field observations have shown women's greater efficiency in both these areas. In order to redefine

their role in WRD, a systematic study to identify possible interventions and women's strengths in Indian Scenario is necessary.

7.2 OBJECTIVES :

1. To identify methods to involve women in several stages of (WRD) from planning to evaluation of water management.
2. To find out the perceptions of women of their role in water resources development and management.
3. To find out interventions to improve agricultural water management and operations, especially as small land holders.

7.3 Methodology :

7.3.1 Area and time frame :

In BAIF's operational areas with especially difficult water situation, the study will be initiated. It will be extended to other areas, over the project period of 5 years, especially for testing intervention strategies.

- 7.3.2 PRA and RA methods will be used to find out about water resources. Mapping, ranking, diagrams will cover different aspect of women's perception and knowledge. This method itself will be useful to increase women's participation in the development.

7.4 Expected outcome :

The rural women may play an effective role as planners, decision makers and care takers of drinking water sources.

0 STUDIES IN WOMEN'S EMPOWERMENT :

8.1 RATIONALE :

For effective execution of gender justice, the women have to be placed in a stronger position. Their empowerment to take control of their own lives is thus essential. The empowerment of women has two aspects - economic and physical. Lack of training facilities and opportunities, burden of family responsibilities and social structure and customs, often become the limiting factors in the process of empowerment. Limited or no assets owned as well as ignorance of the procedures involved often restrict women's credit seeking capacity. Their organization to support each member of the group both economically and emotionally, is thus desirable.

In the development and relief activities the focus is often on under five children and on their mothers as care takers, but the critical period of adolescence is often missed out. This crucial period of woman's growth both physical and psycho-social, thus remains neglected. It is this age - when training input will make a difference between a confident empowered enlightened woman and a miserable secondary citizen. Replicable model of adolescent girl's organization and their training, hence needs to be developed.

Women are often looked at as caretakers and bearers of children and are entrusted their total responsibility. The aspect of empowering and sensitizing the children towards reduction of women's total responsibility and drudgery is however not sufficiently exploited. Making this mother-child relation, a two way responsibility has its own merits. Not only will it reduce a woman's drudgery but also will help in building a more responsible development conscious and empowered generation. Schools are the centres for socialization of children, along with the function of imparting knowledge and skills they serve. These very centres can become the centres for comprehensive rural development.

BAIF has been experimenting with these ideas for a few years now and certain definite methodologies are now emerging. These are -

1. SHG - for women's organisation and small-credit needs.
2. Kishori Mandals (Adolescent - girl's groups)
3. School Based child-to-community programs.

There is however, need for further refining these methodologies from the point of developing replicable models. The precise impact of these activities, needs also to be studied.

8.2 Objectives :

1. To study the development process of SHG, Kishori Mandals (Organisation of adolescent girls) and school based programs.
2. To identify the critical inputs necessary for organising these groups and programs
3. To study effects of these activities on the members of these groups.

8.3 Methodology :

8.3.1 Overall methodology of the study :

Baseline data on the profiles of both the individual members and characteristics of the group will be done using pretested schedules.

Information on individual member's family background and biodata, their perceptions and experiences will be collated.

Data on the process of 'group development', dynamics and actual functioning will be collected over the project period. Besides this study of perceptions of the members of these groups will be done and changes in those over the project period documented. PRA techniques and focused group discussions will be used to collect this data.

8.3.2 Livelihood activities for women :

An important component of process of empowerment of the women is improving their income and their control over it. Activities which can be taken up at or near their homes and which can be done in the spare time that the women have, are ideal for improving income of the women. We plan to take up trainings of the women to engage in such activities and also support such endeavours, to study these from the point of sustainability.

Activities such as nursery raising, grafting, vegetable cultivation, sericulture, mushroom production, vermicomposting etc. will be taken up at individual and group level.

8.3.3 Self-help- groups :

Village women's groups will be organized. These groups will select their own leaders and function as small credits facility. Trainings will be organized for women, both for skills development and income generation, as well as personality development, marketing skills, health and nutrition etc. Records will be maintained on the trainings, periodic meetings with the groups as well as the actual functioning of the groups - like operations of SHG - its lending and recovery pattern. Simultaneously case/profiles of the individual members of the SHGs will be developed from the point of studying the effect of SHG on the family economy, family problems if any.

8.3.4 Kishori Mandal (Adolescent Girl's Association)

Organization of adolescent girls into groups to impart trainings to them about health, nutrition, personality development as well as rural development will be done. Such an organization will not only help to initiate development activities in their own village but also ultimately lead to spread of the message to other areas as the girls grow up and marry. Training and awareness building at this impressionable age will lead to development of empowered women in the long run.

Activities for the adolescent girls will include their trainings in skills for income generating activities, better management of their incomes, skills required for improving the quality of life in a rural household.

Training them as trainers and motivators will be organised for the following activities :

Water management, Nutrition, Data Collection of families and natural resources, sex education, livelihood activities.

8.3.5 School based child to community programs :

Schools provide us with a organized group of children in an impressionable age. By introducing trainings and awareness building programs for them from the point of reducing the drudgery of women and stimulating overall development and health of the children will be undertaken.

School based programmes will utilise nonformal techniques and introduce subjects like habits for better living, health and livelihood.

Effect of school based programs on the awareness and perceptions of the students will be noted by baseline and periodic studies. Data on the perceptions, behaviour of the children, their parents as well as that of school drop outs and their family members will be collated.

0 TRAINING :

Training is a key input ensuring success of many economic activities. Success of an endeavour often depends on the skills of the undertaker and efficient management of the activity. For improving socio-economic status of the women multitude of trainings will be required at various levels both for the BAIF staff as well as for the community members and women's groups.

1. Women's and adolescents groups :

Trainings in group organisation as well as leadership and personality development is essential. Along with the trainings for skills for income generating activities, skills development in marketing, money management, quality maintenance will be organised.

2. Men, Youth, teachers and other community groups etc. :

Awareness about the need for improving women's status needs to be built up in the community as a whole. Programs will be organised for increasing people's participation in overall development and women in development. The plan and content for these trainings will be need based.

3. Field Staff :

BAIF staff members in direct contact with the community members also need to be strengthened by trainings in participatory research methodology and philosophy of

women in development. Various types in-house trainings and workshops will be organised for this cader of personnel.

4. Research Staff :

The social scientists as well as researchers from technical disciplines need to be strengthened for using various participatory research methodologies. Orientation of the technical staff towards integration of women in development approach with the technical programmes will be done through inhouse seminars and workshops. Whenever appropriate staff members will be encouraged to participate in workshops and conferences held outside BAIF.

.0 BUDGET :

The total project outlay over a period of five years is presented in Annexure 2 and the Budget notes are presented in the Annexure 3.

ACTIVITIES PHASING

PROJECT TITLE : ACTION RESEARCH STUDIES ON STRENGTHENING THE ROLE OF WOMEN IN DEVELOPMENT										
PARTICULARS	Year a	1 b	Year a	2 b	Year a	3 b	Year a	4 b	Year a	5 b
I) SECTORAL STUDIES :										
a. Preparation of protocols	-----									
b. Sector wise data collection										
c) Analysis and report development						-----	-----	-----	-----	-----
1. Cattle development	-----		-----		-----					
2. Horticulture		-----	-----		-----		-----			
3. Non-wood forest produce	-----		-----		-----	-----	-----	-----	-----	-----
4. Sericulture	-----				-----		-----	-----	-----	-----
II) Studies in Food security										
a. Protocole Preparation and pretesting	-----									
b. Data collection		-----	-----							
c. Analysis and Report preparation			-----							
III) Women's role in water resource development										
a. Protocol preparation		-----								
b. Data Collection		-----	-----		-----		-----		-----	-----
c. Analysis and Report preparation							-----		-----	-----
IV) Women empowerment										
a. Baseline studies	-----									
b. Process Documentation		-----	-----		-----		-----		-----	-----
c. Impact studies						-----	-----		-----	-----
d. Analysis of Report							-----		-----	-----
V) Trainings

Note : 'a' & 'b' represent the two semesters of a year.

BUDGET SUMMARY

PROJECT NO. : 12

PROJECT TITLE : Action Research Studies on strengthening role of
Women in Development.

(Rs. in '000)

Sr. No.	A/C Head	←-----YEAR-----→					TOTAL
		1	2	3	4	5	
BAIF Administered :							
1.	Salaries	402	441	488	538	587	2452
2.	Research Expenses	300	350	375	225	300	1550
3.	Consultancy	15	15	10	10	10	80
4.	Reports & Documentation	15	30	40	40	40	165
5.	Training	125	175	175	150	125	750
6.	Travel	60	60	75	75	100	370
7.	Books & Periodicals	15	20	25	30	35	125
8.	Capital Equipment						
9.	Infrastructure						
10.	Unallocated Fund	100	100	100	100	100	500
11.	Administrative O. H.	103	119	129	117	130	597
SUBTOTAL (A) :		1135	1310	1415	1283	1427	6589
IDRC Administered							
1.	Consultancy						
2.	Training	120		140			260
3.	Travel						
4.	Capital Equipment						
SUBTOTAL (B) :		120		140			260
TOTAL CONTRIBUTION :		1255	1310	1555	1283	1427	6829

BUDGET NOTES

1. Salaries :

Salaries and allowances of the core team will be covered under the project. These are budgeted as follows :

Research Programme Coordinator @ Rs. 6,000 p.m., Research Assistant @ Rs.3,500 p.m., administrative assistant @ Rs.2,500 p.m. About 10% increment is considered every year. Proportionate salaries of the techno managerial staff will be allocated to this project.

a. Research Program Coordinator (1)	72,000	79,000	87,000	96,000	1,05,000
b. Research Assistants (5)	2,10,000	2,30,000	2,54,000	2,80,000	3,08,000
c. Administrative Assistant (4)	1,20,000	1,32,000	1,45,000	1,60,000	1,76,000

2. Research Expenses :

Research expenses will consist of the following :

- a. Data collection - RRA, RA, focused group discussion and survey - Rs. 40,000/-
- b. Survey - Village profile, socio-economic condition (statistically valid) - Rs 40,000/-
- c. Consumables such as stationery, training material for the investigators - 45,000/-
- d. Support to women empowerment activities like teen age girls' association, women's association Self Help Groups, School Based Programme. - Rs.1,00,000
- e. Honararium to field investigators, field organisers, and incidental expenses - Rs.50,000/-
- f. Development of Computer application system - 25,000/-

Expenses during first year as above are thus expected to be Rs. 3,00,000/- with marginal changes during subsequent years.

3. Consultancy :

Various action research studies will be undertaken. Consultancy will be sought for research designs and appropriate analysis plan. Resource persons will be invited for trainings and workshops. A total provision of Rs.60,000 has been made for consultancy and honorarium for the resource persons.

4. Reports/documentation :

This will cover the costs of regular documentation, periodic reports as well as printing and distribution of research findings.

5. Training :

Trainings for various level of personnel, from community members, women groups to field level staff and researchers, will be carried out throughout the project period. - Rs. 60,000/-

Workshops for Research staff from BAIF as well as from other NGOs on various topics will be organised.
- Rs.25,000/-

The costs of producing and procuring training material as well as conference expenses and hospitality etc. will be covered under this budget head. - Rs. 40,000/-
Marginal increase in subsequent years Budgeted.

6. Travel :

The travel costs will include regular visits to the project areas for data collection and monitoring purposes as well as expenses incurred for attending meetings, seminars/workshops on relevant topics, at the rate of Rs.5,000/- per month for the first year and marginal increment during subsequent years.

7. Books/Periodicals :

This head will cover procurement of books, periodicals, reports and payment for literature, searches and document delivery.

IDRC ADMINISTERED :

An amount of Rs. 2,60,000 has been provided to cover the costs of attending Training Courses abroad on gender issues in Year 1 and 3.

ANNEXURE 4

BAIF CONTRIBUTION :

BAIF will arrange to make available support for livelihood activities to be taken up by women. An annual provision of Rs.4,00,000/year is made from year 2 onwards. Thus total Research Expenses Rs.16,00,000/-.